

Virginia Head Start Associationinc

Executive Director / CEO

EIN 541827260
 VA · NTEE B60
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Dawn Ault, Executive Director / CEO** (\$83,888) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

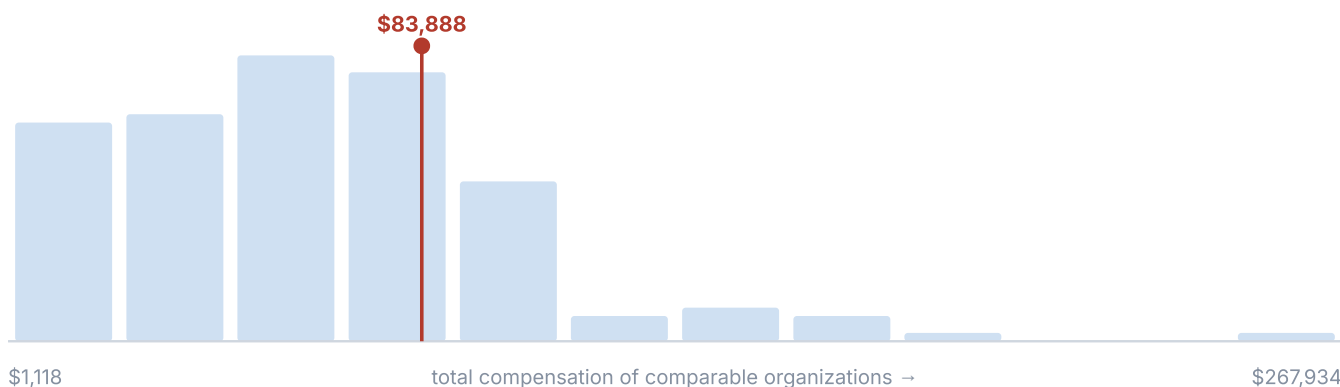
Benchmarked executive: Dawn Ault — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$215,074 and \$481,509 — 0.67x to 1.50x the subject's \$321,006 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography → **150** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,713	\$34,176	\$60,723	\$85,985	\$101,115	\$83,888
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to VA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ploughshare Institute For Sustainable	TX	\$319,261	Vice President	\$21,750	\$23,198	2023
Mindful Birthing And Parenting	CA	\$323,526	Vice President	\$28,550	\$25,533	2024
Nowmattersnow Org	WA	\$316,324	President, Treasurer, & Ceo	\$155,600	\$144,281	2024
California State Society For Opticians	CA	\$326,005	Executive Officer	\$42,600	\$38,098	2024
Leadership Education Mission Alliance Lema Inst	MI	\$315,656	President	\$70,000	\$74,830	2024
Literacy Volunteers Of Greater Waterbury	CT	\$314,920	Executive Director	\$90,569	\$90,546	2023
Ct League Of Conservation Voters	CT	\$327,117	President	\$64,739	\$62,866	2024
Progress For Good Inc	NY	\$314,802	Founder	\$31,333	\$30,189	2023
Hannahs House	NJ	\$314,646	Executive Director	\$18,240	\$16,867	2024
Leadership Greater Mchenry County	IL	\$313,863	Executive Di	\$89,404	\$88,684	2025
Starting Now Corporation	FL	\$328,951	Director	\$72,664	\$72,786	2023
Clifford Antone Foundation	TX	\$329,181	Executive Director	\$68,500	\$70,967	2024
Adagio Institute Inc	TX	\$311,557	Summers	\$66,464	\$70,891	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Oped Project Public Knowledge Fund Inc	NY	\$310,570	Executive Director	\$25,000	\$23,397	2024
Well For The Journey Inc	MD	\$310,084	Executive Di	\$83,700	\$81,044	2024
Cleveland Empowerment Foundation	MS	\$332,100	Director, Ch	\$27,217	\$32,322	2023
American Institute Of Healthcare Compliance	OH	\$332,828	Lpn, Bs, Cca, Cifha, Cha, Chcm, Chbs, Chco, Ohcc, Cmdp, Icdct-cm/pcs	\$54,223	\$61,237	2023
Stronghold Leadership	PA	\$307,572	Executive Director	\$93,333	\$96,396	2024
Carley Cunniff-peter S Dixon Md	CT	\$335,019	Executive Dir.	\$165,000	\$160,227	2024
The Institute Of Classical	CA	\$336,507	Chapter Dire	\$101,823	\$93,752	2023
Faith Community Nurse Network	MN	\$336,612	Executive Di	\$3,333	\$3,411	2024
Harrison Co Alternative Educ Center	IN	\$304,887	Director	\$78,750	\$88,550	2023
Florida Council On Crime And Deliqu	FL	\$302,882	Executive Se	\$15,000	\$14,594	2024
Association Of Computer Technology Educa	ME	\$339,711	Executive Director	\$87,112	\$93,010	2023
The Conservative Agenda Project	CT	\$301,250	President And Director	\$268,000	\$267,934	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to VA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation,

benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT	150 organizations. Compensation range \$1,118–\$267,934; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$321,006); for reference, expenses \$337,865 and assets \$479,434.
ROLE MATCH	Dawn Ault, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	75 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	67 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Dawn Ault) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026,

comparing compensation against 150 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$83,888 is reasonable (approximately the 75th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.